

# INCLUSION AND DIVERSITY POLICY

## (includes Equal Opportunity and Sexual Harassment)



### Help for non-English speakers

If you need help to understand the information in this policy please contact [insert school contact details].

## PURPOSE

The purpose of this policy is to explain Spring Parks Primary School's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. This policy should be read alongside the following Department of Education policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity – Employees](#), [Sexual Harassment – Employees](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Spring Parks Primary School

## POLICY

### Definitions

*Personal attribute:* a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

*Direct discrimination:* unfavourable treatment because of a person's protected attribute.

*Indirect discrimination:* imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

*Sexual harassment:* unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.



*Disability harassment:* an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

*Vilification:* conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

*Victimisation:* subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

## Inclusion and diversity

Spring Parks Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

Spring Parks Primary School is proud of its unique and vibrant community, enriched by a strong multicultural identity and a significant representation of Vietnamese and Cambodian families. Our community reflects a rich tapestry of languages, cultures and traditions, creating a dynamic and inclusive learning environment. Many of our families hold strong traditional values, with deep respect for education, family, and community. This is evident in the high expectations they have for their children and the strong work ethic they model and encourage. We value the cultural knowledge, resilience and aspirations our families bring, and we are committed to building genuine partnerships that honour and celebrate the diversity that makes our school community so special.

Spring Parks Primary School is committed to creating a school community where all members of our school community are welcomed, accepted and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Spring Parks Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community and we will not tolerate behaviours, language or practices that label, stereotype or demean others. At Spring Parks Primary School we value the human rights of every student and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Spring Parks Primary School will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- contribute to positive learning, engagement and wellbeing outcomes for students

- respond to complaints and allegations appropriately and ensure that students are not victimised.

Our school community is proudly diverse, with families representing a wide range of cultural backgrounds, languages and lived experiences. We are deeply committed to honouring and valuing each family's story, traditions and aspirations, recognising that these strengths enrich our learning environment. Through our whole-school approach to wellbeing, including the Resilience, Rights and Respectful Relationships program and the Psych in Schools initiative, we proactively support students' social, emotional and mental health needs. We intentionally create inclusive spaces where students feel safe, respected and connected. Celebrations of cultural events, community partnerships and opportunities for families to share their traditions further strengthen our sense of belonging and ensure every child sees their identity reflected and valued within our school.

Bullying, unlawful discrimination, harassment, vilification and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Spring Parks Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* policies to respond to students who demonstrate these behaviours at our school.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

### **Reasonable adjustments for students with disabilities**

Spring Parks Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. For more information about support available for students with disabilities, and communicating with us in relation to a student's disability, please refer to our school website for related policies or contact Dominique Lomas, Assistant Principal of Wellbeing for further information.

## **COMMUNICATION**

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website (or insert other online parent/carer/student communication method)
- Included in staff induction processes and staff training
- Included in staff handbook/manual
- Hard copy available from school administration upon request

For staff, please see the Department's [Equal Opportunity and Anti-Discrimination Policy](#), [Sexual Harassment Policy](#) and [Workplace Bullying Policy](#) which apply to all staff working at our school.



Other relevant Department policies and resources on the Department’s Policy and Advisory Library are:

- [Equal Opportunity and Human Rights - Students](#)
- [Preventing and Addressing Racism in Schools](#)
- [Koorie Education](#)
- [LGBTQIA+ Student Support](#)
- [Student Engagement](#)
- [Students with Disability](#)
- [Disability Inclusion Funding and Support](#)
- [Disability Inclusion Profile](#)
- [Safe Schools](#)
- [Child Safe Standards](#)

## POLICY REVIEW AND APPROVAL

Policy last reviewed	February, 2026
Approved by	Philip O’Reilly, Principal
Next scheduled review date	February, 2030